



United States  
Department of  
Agriculture

Food Safety  
and Inspection  
Service

Announcement No.  
FSIS 701-1

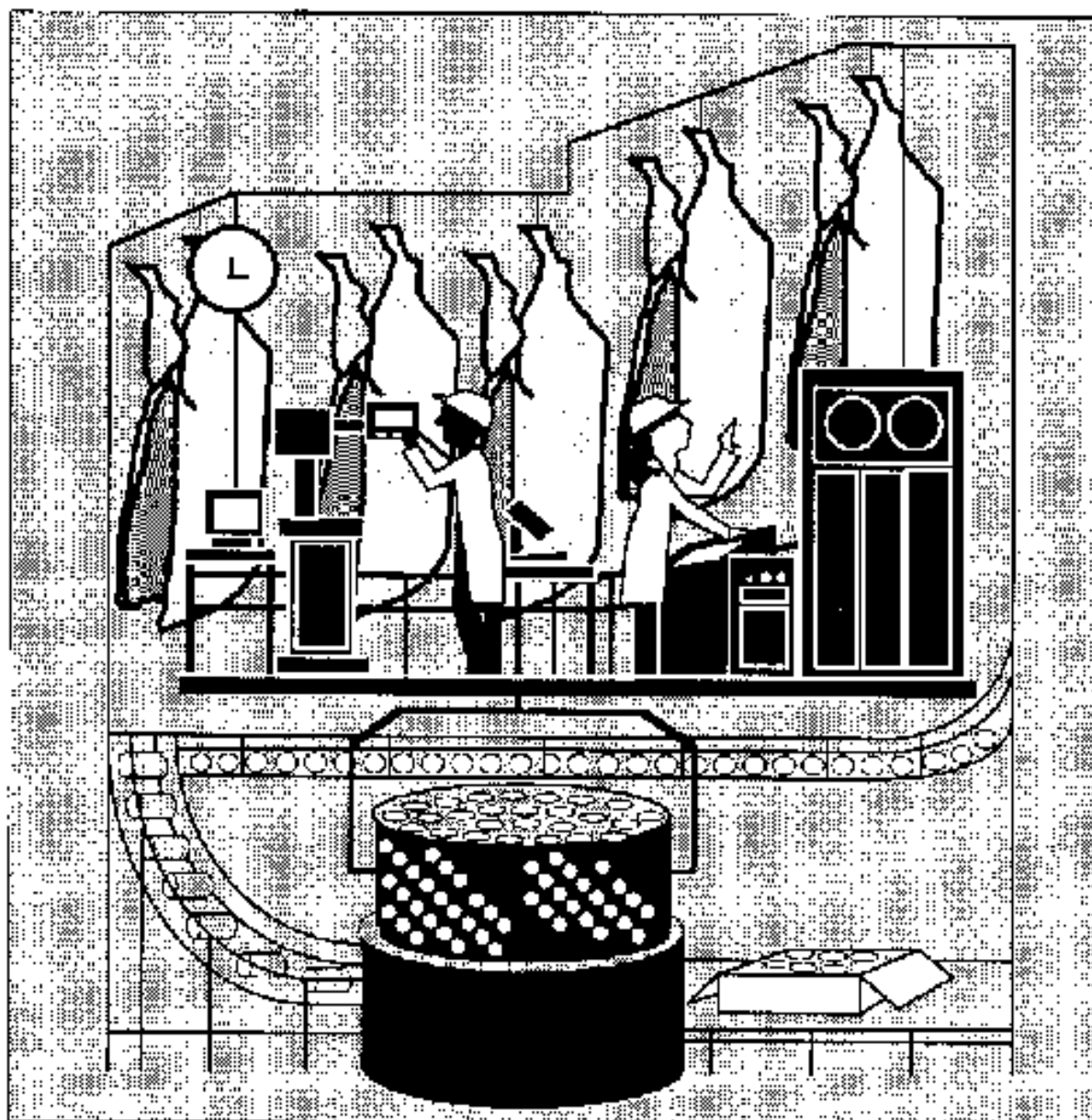
Revised  
February 1987

# Veterinary Medical Officer

## Competition Notice

GS-701-9 through 13

Open Continuously\*



\* Amendments to this announcement will be available at Federal Job Information Centers (FJIC).  
For the FJIC nearest you, check under the Office of Personnel Management in the  
"U.S. Government" heading of major metropolitan area telephone directories.

## Description of Work

Veterinary Medical Officers (VMO's) in the Federal Government apply professional skills in programs established to protect and improve the health, products, and environment of the nation's livestock, poultry, or other animal species for the benefit of human and animal well-being.

The U.S. Department of Agriculture's Food Safety and Inspection Service (FSIS) is a major Government employer of Veterinary Medical Officers. The FSIS ensures that the nation's supply of fresh meat and poultry, and their processed products, are free of disease or adulteration. FSIS VMO's, in over 2,500 plants nationwide, perform ante-mortem inspection of livestock and poultry; post-mortem inspection of livestock and poultry carcasses; supervision of the preparation, packaging, and labeling of meat and poultry products; plant and facilities sanitation inspection in meat and poultry slaughtering and processing plants; and surveillance of foreign inspection systems and establishments producing meat and poultry products for export to the United States.

If you are seeking a career which will allow you to use your scientific and technical skills in the public interest, you may want to consider a career as an FSIS VMO.

Although this announcement will be used primarily to fill FSIS VMO positions, other Federal agencies, such as the Agricultural Research Service, Food and Drug Administration and the Veterans Administration, will occasionally request names of eligible applicants. Your name will be referred to other Federal agencies for employment consideration based upon an evaluation of how well your education and/or experience meet the qualification requirements specified on pages 2 - 4 of this announcement, and any other requirements specific to the position being filled. *VMO positions with the Animal and Plant Health Inspection Service (APHIS) will not be filled through this announcement. They will be announced by the APHIS Field Servicing Office, through Office of Personnel Management Federal Job Information Centers, when applications are being accepted.*

## Location of Positions

The positions to be filled through this examination are primarily located in the contiguous 48 states. On rare occasions, however, a vacancy may arise elsewhere. The majority of vacancies to be filled occur at the GS-9 and 11 levels. Competitive employment opportunities at grades GS-12 and 13 are relatively infrequent, since such vacancies are typically filled using agency promotion programs.

## Salary Rates

Federal salary rates are adjusted periodically. Current salary information may be obtained from Federal Job Information Centers located in many major metropolitan areas. During your career, your salary will increase through promotions, periodic step increases, or comparability increases. Personal initiative, job performance, and geographic mobility will determine how quickly and how far you progress in the organization.

## Citizen Requirements

Under Federal law, only U.S. citizens or those owing permanent allegiance to the United States (e.g., Natives of American Samoa as a group) may compete in Federal civil service examinations or receive appointments in the competitive civil service.

## Education and Experience Requirements

Minimum Education Requirements for all Applicants: Applicants must have successfully completed a full course of study leading to a degree of Doctor of Veterinary Medicine (D.V.M.) or equivalent from an accredited or approved veterinary medical school. [An “approved” school, in this context, is a college of veterinary medicine which has been granted “approval status” by the American Veterinary Medical Association (AVMA).]

These requirements may also be satisfied when candidates submit positive evidence of possession of equivalent qualifications through recognition, certification, or approval by one of the following qualifying organizations in the United States:

- A department of higher education of one of the fifty states (i.e., a certificate of equivalency must have been issued by a State Department of Higher Education).
- An accredited or approved veterinary medical school (e.g., by acceptance of completed D.V.M. or equivalent degree for advanced degree work).
- A Board of Veterinary Medical Examiners of one of the fifty states (i.e., conferring license to practice Veterinary Medicine in one of the fifty states).

Special Qualification Provision for Graduates of Non-AVMA Approved Foreign Veterinary Medical Schools:

Graduates of foreign veterinary medical schools which lack AVMA approval status must furnish proof of the following in order to meet minimum education requirements:

- a. graduation from a veterinary medical school,
- b. the ability to communicate in and comprehend the English language, and
- c. passing the U.S. National Board Examination or the written examination in veterinary medicine previously (prior to 1984) given through the AVMA's Educational Commission for Foreign Veterinary Graduates (ECFVG).

Proof of English language proficiency may be demonstrated by (1) achieving a total score on the Test of English as a Foreign Language (TOEFL) of at least 550 with a listening comprehension score of at least 60 points (the TOEFL is administered as part of the ECFVG certification process), (2) earning an advanced degree (e.g., an M.S. or Ph.D.) at a U.S. college or university, (3) graduation from a U.S. or Canadian English-speaking high school, or possession of a G.E.D. certificate.

Foreign veterinary school graduates of non-AVMA approved schools possessing an ECFVG certificate dated prior to October 1, 1980, must submit—in addition to a copy of their certificate—separate proof of their TOEFL scores in order to document achievement of the minimum scores cited in the previous paragraph (unless they can otherwise furnish proof of English language competency through one of the other two avenues discussed in that paragraph). However, a foreign veterinary school graduate having an ECFVG certificate dated on or after October 1, 1980, need only submit a copy of that certificate to meet the English language proficiency requirement.

Experience Requirements: In addition to the basic education requirements described above, the experience specified below is required as a minimum for eligibility for all Veterinary Medical Officer positions except those with the Veterans Administration. (See section on page 5 on qualification requirements for positions with Veterans Administration.)

GS-9: No experience required.

GS-11: 1 or more years of professional veterinary experience which has demonstrated either the applicant's ability to independently perform veterinary medical duties or the aptitude or ability to perform research in this field.

GS-12: 1 year of progressively responsible, professional veterinary experience which has provided extensive knowledge of veterinary medicine. The applicant must either demonstrate the ability to perform difficult professional work requiring judgment and initiative, together with skill in developing and maintaining effective working relations with individuals and groups; or show the ability to perform research in one or more branches of the veterinary medical field.

GS-13: 1 year of progressively responsible, professional veterinary experience which has demonstrated the applicant's ability to perform, plan, or manage complex veterinary medical

work, or which shows demonstrated specialized ability to perform research in a given veterinary medical field.

Level of Experience: For positions at the GS-12 and 13 levels, the required 1 year of experience must have been at the level of difficulty and responsibility comparable to the next lower grade level (for GS-11, two grades lower) in the Federal Service. Having the required length of experience will not in itself be accepted as proof of qualifications for a position. The quality, type, and scope of experience must be of such a nature as to demonstrate that applicants are fully qualified to perform the duties of a veterinary medical officer at that level. Experience gained only in private veterinary practice will not qualify applicants for positions above the GS-11 level.

Substitution of Graduate Education for Experience: The successful completion of graduate study in addition to the D.V.M. degree, in an accredited college or university in a field of veterinary or related science (e.g. microbiology, parasitology, pathology, immunology, etc.) may be substituted for the required experience as follows:

1. Successful completion of all requirements for a master's degree may be substituted for the 1 year of experience required for eligibility at the GS-11 level.
2. For positions concerned primarily with research functions, successful completion of all requirements for the Ph.D. degree, including the dissertation, may be substituted for the experience required for eligibility at the GS-12 level. This does not apply to positions at the Veterans Administration.

Students: Applications for VMO positions at the GS-9 and 11 grade levels will be accepted from seniors in an accredited school of veterinary medicine or graduate students who are otherwise qualified and who expect to complete all the scholastic requirements needed to graduate within nine months of the date of filing an application. Such students who are qualified in all other respects may be tentatively selected prior to completion of the required courses but may not enter on duty until they furnish proof of successful completion of all requirements for the degree.

Superior Academic Achievement: Persons who have completed, during the last 2 years, all requirements for a degree of Doctor of Veterinary Medicine from an accredited college or university may be rated eligible for GS-11 positions if, in the judgment of the appropriate faculty member(s) of their college or university (e.g., dean, registrar, etc.), they have demonstrated superior academic ability in their veterinary medical studies. "Superior academic ability" is defined as that demonstrated by an applicant who, on the basis of a total evaluation, would fall in the upper quarter of all graduates in his/her class. Appropriate documentation from the dean or other appropriate college official must accompany the application to qualify at GS-11 on this basis.

## Qualification Requirements for GS-12/13 Positions With the Veterans Administration

Occasionally, VMO positions may be filled in the Veterans Administration.

The following details the education/experience requirements pertaining to VMO (Laboratory Animal Medicine) positions at the GS-12 and 13 grade levels with the Veterans Administration only. These are in addition to the basic requirement of holding a D.V.M. degree from an AVMA-approved or accredited school.

VA positions require appropriate residency training and/or two specific types (designated A and B) of experience, as well as recognition of superior achievement, demonstrated during residency training. These factors are defined below:

Residency: Residency training in laboratory animal medicine in a hospital or other institution affiliated with an accredited academic institution.

Type A Experience: Full-time post-doctoral experience as a veterinary medical specialist in laboratory animal medicine.

Type B Experience: Research or experience in the use of the common species of laboratory animals in the fields of biological and medical sciences (e.g., microbiology, pathology, pharmacology, physiology, preventive medicine, psychology, public health, radiology, or surgery) that has application in the specialty of laboratory animal medicine.

Superior Achievement and Ability: This consists of a finding that, upon completion of residency training, the applicant ranked in the top quarter of all residents in his/her specialty field at the hospital or other institution, as determined by the appropriate faculty members.

### GS-12 Requirements

- a. Two years of residency training, or
- b. One year of residency plus having demonstrated superior achievement and ability during the residency training, or
- c. One year of residency plus 1 year of either type A or type B experience, or
- d. Two years of type A experience, or
- e. Two years of any combination of residency, appropriate graduate education (see below) and experience, provided 1 year is of the type A variety.

### GS-13 Requirements

- a. Two years of residency plus demonstration of superior achievement and ability during the residency training, or
- b. Three years of type A experience, or

c. Three years of any combination of residency, appropriate graduate education (see discussion below) and experience, provided not more than two years were type B.

The successful completion of graduate study beyond the D.V.M. degree, in an accredited college or university in a field of biological or medical sciences with application in the specialty of laboratory animal medicine (e.g., microbiology, parasitology, pathology, immunology, or similar fields), may be substituted for experience as follows:

1. Successful completion of all requirements for a master's degree may be substituted for 1 year of type B experience.
2. Successful completion of all requirements for the Ph.D. degree, including dissertation, may be substituted for 2 years of type B experience.

## Basis of Rating

There is no written test required for Veterinary Medical Officer positions. Ratings will be determined by an evaluation of each applicant's education and experience as reflected in his or her application, relative to the specific requirements of each position to be filled. Ratings for VMO's at grades GS-9, 11, and 12 in the FSIS will be based on the degree to which their education, experience, and training reflect possession of the following knowledge, skills and abilities. **YOUR OPPORTUNITY FOR EMPLOYMENT WILL BE ENHANCED IF YOU CAREFULLY ADDRESS THE PERTINENT POSITION REQUIREMENTS DESCRIBED BELOW:**

Your application should reflect how your experience/education demonstrates possession of the following skills and abilities. In responding, please provide the organization or employer name from which your knowledge was gained, together with corresponding dates of employment and education. Be sure to include sufficient detail about your employment to show that you possess the knowledge, skills and abilities described below.

**Ability to Perform Ante- and Post-Mortem Inspection of Meat and Poultry:** Describe experience in visual, digital, and physical examination of animals to identify evidence of disease, injury, or physical abnormality, and indicate whether this experience was with companion animals, food animals, etc. Also describe experience in inspecting animals intended for human consumption.

**Skill in Recognizing Evidence of Disease, Use of Drugs and/or Biological Residues, and Knowledge of Their Significance to Food Hygiene:** Describe knowledge of diseases/drugs/residues of public health importance and significance; experience in animal disease surveys and disease control programs; experience with examination of food for human consumption and identification of suspect specimens for laboratory analysis. Also describe experience, education, and/or training that has provided knowledge of pathology, microbiology, parasitology, toxicology, and epidemiology, and their application to food hygiene.

**Knowledge of Animal Welfare Regulations and Humane Animal Handling Practices:**

Describe experience, education, and/or training that has provided knowledge of Federal Animal Welfare regulations, or other related regulations, and the ability to apply, enforce, and/or develop such regulations as they relate to humane animal handling. Include experience in applying these regulations to ensure animals are humanely slaughtered or destroyed.

**Ability to Inspect Packing or Food Processing Plants for Compliance with Federal Sanitation Regulations:**

Describe experience, education, and/or training that has provided knowledge of sanitary dressing procedures and product handling practices; or other areas of public health importance, e.g., sanitation surveillance programs; Federal, State, or military sanitation inspection experience; experience in determining the acceptability of the environment, and/or microbiological programs; and collaboration with other professionals to prevent or control disease processes.

**Communication Ability:** Describe experience that reflects the ability to express your thoughts in a clear and concise manner, both orally and in writing. Include experience in resolving conflicting issues, influencing or persuading other professionals to adopt technical findings/studies, or experience that demonstrates your ability to develop and maintain professional relationships and direct others.

Applicants will receive a Notice of Results showing their eligibility for each grade level for which they have requested consideration. Numerical scores will be assigned for FSIS positions at GS-9 through GS-12 when the application is received. Applicants for GS-13 level positions and for positions with other Federal agencies will be screened and notified of basic eligibility. Numerical ratings will be determined as specific vacancies occur, based upon the relevance of the applicants' experience and/or education as it relates to the requirements of the position to be filled.

## Physical Requirements

Applicants for FSIS positions must be physically and mentally able to efficiently perform the job functions, without hazard to themselves or others. These positions require good vision (including color), hearing, touch, and eye-hand coordination. Applicants who use a prosthesis or mechanical aid that satisfactorily compensates for an impaired function will be considered.

Some positions may require a valid State driver's license.



## Unpaid Experience or Volunteer Work

Credit will be given for unpaid experience or volunteer work such as community, cultural, social service, and professional association activities on the same basis as for paid experience of the types acceptable under this announcement. This experience may be reported in one or more of the experience blocks on the employment application, if it appears to represent qualifying experience under this announcement. The application must show the dates and actual times (e.g., the average number of hours per week) spent in such activities, in addition to a complete description of the actual work or duties performed on an unpaid or voluntary basis, to ensure the receipt of proper credit.

## Term of Eligibility

Eligibility under this examination is for one year. Those applicants wishing to extend their eligibility for another year must submit a written request to the Food Safety and Inspection Service Recruitment and Examining Section (see address, page 10), no sooner than 60 days prior to the expiration of their eligibility, as shown on their Notice of Results. Information concerning any relevant education or professional experience current eligibles have gained since submitting their original application should accompany requests for extensions of eligibility.

## How to Apply

Submit the following information:

1. The attached Optional Application for Federal Employment (Optional Form 612), the Application for Federal Employment (Standard Form 171), a resume, or any other written format you choose. Your resume or application should include the following.

**Job information:** Include the title and number of this announcement (Veterinary Medical Officer, FSIS-701-1) and the lowest grade you will accept.

**Personal information:** 1) Your full name, 2) mailing address (with zip code), 3) daytime phone (with area code), 4) social security number, and 5) a statement that you are a U.S. citizen.

**Work experience:** All paid and non-paid work experience. Be sure to include: 1) job title (if a Federal job, note series and grade), 2) employer's name and address, 3) supervisor's name and phone number, 4) starting and ending dates (month and year), 5) hours per week, and 6) salary. **INDICATE IF WE MAY CONTACT YOUR CURRENT SUPERVISOR.**

Describe your professional veterinary experience in sufficient detail to show the level of difficulty and responsibility of the positions you have held and the nature of supervision you received or gave to subordinates. Identify post-graduate research you have performed or scientific contributions you have made in the field of veterinary medicine. If your veterinary work was performed in combination with other activities, indicate what portion of your time was devoted specifically to veterinary activities.

**Education:** Provide the name of the school from which you obtained your D.V.M. and the date received. Date, type of degree, and major should also be included for any related graduate education. Copies of transcripts for qualifying education should be submitted. If applicable, provide the full title and a concise description of your master's thesis or doctoral dissertation. (Do not send copies or abstracts).

**Other Qualifications:** You may also submit the following information (**DO NOT SEND DOCUMENTS**):

- 1) job-related skills, such as board certification in a veterinary specialty;
- 2) state veterinary licenses (not a requirement for position); and
- 3) any honors, awards, publications, memberships in professional or honorary societies, public speaking, or leadership activities.

2. **Employment Availability Statement:** The statement is attached to this announcement and is required to automate your records. Refer to the Geographic Code Listing on page 12 of this announcement to identify your geographic availability.

3. **Veteran's Preference:** You may be eligible for veteran's preference if you served in the United States Military and received an honorable or general discharge. Service after October 15, 1976, requires a Campaign Badge, Expeditionary Medal, or service-connected disability.

To claim veteran's preference, attach a copy of your Certificate of Release, Discharge from Active Duty (DD-214), or other proof of eligibility.

If applicable, attach the Application for 10-Point Veteran Preference (Standard Form 15) and the supporting documentation listed on the SF-15.

4. Graduates of foreign veterinary medical schools should refer to page 3 to ascertain whether they must also submit a copy of their ECFVG certificate and TOEFL score results.

5. Recent DVM graduates qualify at the GS-11 level if they graduated in the top 25 percent of their class. Applicants seeking to qualify on basis of superior academic standing should refer to page 4 for further information.

**PLEASE PROVIDE THE INFORMATION REQUIRED TO ENSURE YOU RECEIVE CONSIDERATION FOR THIS POSITION AND TO AVOID ANY DELAY IN PROCESSING YOUR APPLICATION.**

*The above information is requested in accordance with provisions of the Privacy Act. See Privacy Act and Public Burden Statements on the enclosed Optional Form 612.*

## Where to Obtain Forms

The forms listed above may be obtained by writing to the address below, or from the Federal Job Information Center (FJIC) nearest to your residence. FJIC's are listed under the Office of Personnel Management in the "U.S. Government" heading of major metropolitan area telephone directories. You may also obtain the address of the nearest FJIC by contacting your local State Job Service (or State Employment Security) Office.

## Where to File

Mail your application to the following address:

U.S. Department of Agriculture  
Food Safety and Inspection Service  
POB-Recruitment and Examining Section  
Butler Square West, 4th Floor  
100 North Sixth Street  
Minneapolis, MN 55403

## Other Important Information

- The law prohibits political recommendations for employment or other personnel actions. Federal agencies may not accept or consider such recommendations (either oral or written) from members of Congress, elected state and local government officials, political party officials, or others based on political affiliation

- If you receive a Federal annuity (military and civilian), your salary or annuity may be reduced if you accept a Federal job.
- If you are a male over age 18 who was born after December 31, 1959, you must have registered with the Selective Service System (or have an exemption) to be eligible for a Federal Job.
- The law prohibits public officials from appointing, promoting, or recommending their relatives.
- We are required to comply with court-ordered garnishments for child support or commercial debts. If you accept a Federal job, and have delinquent debts, we are required to garnish your salary if served with a court order.

## Equal Employment Opportunity

The United States Department of Agriculture (USDA) prohibits discrimination in its programs on the basis of race, color, national origin, sex, religion, age, disability, political beliefs, and marital and familial status. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (braille, large print, audiotape, etc.) should contact the USDA TARGET CENTER at (202) 720-2600 (voice and TDD).

To file a complaint, write the Secretary of Agriculture, U.S. Department of Agriculture, Washington, D.C., 20250, or call 1-800-245-6340 (voice) or (202) 720-1127 (TDD).

USDA is an equal employment opportunity employer.

## Veterinary Medical Officer Geographic Preference Codes

Select at least one, but no more than nine locations where you will accept employment. Enter the three-digit code from the list below on the Employment Availability Statement.

Do not indicate an area unless you will accept a job there. If you turn down job offers in areas where you have indicated you will accept employment, your name will be removed from the list of qualified applicants for that location.

|     |              |     |                |     |  |
|-----|--------------|-----|----------------|-----|--|
| 020 | Alaska       | 165 | Oklahoma       | 325 | Mississippi                                  |
| 030 | Arizona      | 175 | New Mexico     | 335 | Alabama                                      |
| 035 | Utah         | 180 | Louisiana      | 345 | Caribbean<br>(Puerto Rico/Virgin<br>Islands) |
| 045 | Nevada       | 185 | Texas          |     |  |
| 050 | California   | 205 | Illinois       | 380 | Pennsylvania                                 |
| 055 | Wyoming      | 215 | Indiana        | 385 | Delaware                                     |
| 060 | Colorado     | 220 | Michigan       | 390 | Rhode Island                                 |
| 065 | South Dakota | 225 | Iowa           | 395 | New Jersey                                   |
| 075 | North Dakota | 230 | Minnesota      | 405 | New York                                     |
| 085 | Washington   | 235 | Ohio           | 415 | Massachusetts                                |
| 095 | Oregon       | 245 | Wisconsin      | 425 | Connecticut                                  |
| 105 | Montana      | 255 | Kentucky       | 435 | New Hampshire                                |
| 110 | Hawaii       | 265 | West Virginia  | 445 | Maine  |
| 120 | Idaho        | 275 | Tennessee      | 450 | Vermont                                      |
| 135 | Arkansas     | 285 | North Carolina | 455 | Washington,<br>D.C./Maryland                 |
| 145 | Missouri     | 295 | South Carolina | 460 | Virginia                                     |
| 155 | Nebraska     | 305 | Georgia        |     |  |
| 160 | Kansas       | 315 | Florida        |     |  |